

2020 Annual Report



First  **Tech**[®]
federal credit union

INVEST IN *you.*



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Investing IN OUR MEMBERS

A message from Greg Mitchell and Dotty Hayes

Through the collective support and efforts of more than 680,000 active members and the 1,500 members/employees who serve you, First Tech emerged from a very challenging 2020 as one of the strongest financial institutions in the nation. Thank you for your engagement and support!

During this unique period of challenge and struggle related to a global pandemic, economic and political turmoil, fires, floods, and other outside influences, we are witnessing a period of unification, strength and abundant hope within our membership and workforce. We are finding new ways to serve and assist others, while joining voices to address long-standing social issues and other injustices. Hope abounds!

With the dawn of each new day, First Tech and our members are continuing to lead the way by demonstrating remarkable levels of resiliency, compassion and innovation aimed at overcoming obstacles, while serving to unite and highlight the very best of our collective humanity. We are grateful to each of you, and to the countless First Tech employees who found new ways to

serve people in distress within our communities, while continuing to place members first by maintaining normal operations in most offices as conditions allowed, and by providing members with quality support and assistance whenever, wherever and however they needed it.

As one of America’s leading credit unions, we remain steadfast in our resolve to make your financial life easier and more rewarding. We take our role as your financial steward seriously. We have put our members first by providing material relief to individuals experiencing hardships, and by expanding access to our digital tools and services during COVID times. First Tech continues to make meaningful investments in cyber security, fraud prevention and digital banking solutions. While 2020 presented new challenges for employees and members as we adapted to changes, the year also validated the importance of many of our prior investments in digital infrastructure, money movement (Zelle®) and cloud computing that enabled First Tech to stand out as one of the few financial institutions in the U.S. able to maintain services with nearly 100% uptime.

A few notable achievements in 2020:

- Originated \$5.06 billion in new loans while helping 7,545 members buy a home and 24,412 members buy a vehicle
- Welcomed 83,990 new members, reaching more than 680,000 members as of December 31, 2020
- Assisted 33,334 members economically impacted by the pandemic with payment deferral programs and 211 Paycheck Protection Program loans
- Recorded \$720.7 million in asset growth, reaching \$13.8 billion in total assets
- Generated \$124.0 million in net income
- Increased our regulatory capital to more than \$1.4 billion, resulting in a \$420 million surplus
- Donated \$2.23 million to support STEM, breakthroughs in medical research and innovative solutions to our communities’ most pressing needs
- 77% of First Tech employees participated in volunteer engagement programs

Looking ahead

In 2021, we expect to see steady growth during a period filled with opportunity, uncertainty and change. We will continue to leverage our strong balance sheet, exceptional capital resources and plentiful liquidity to support existing members while continuing to welcome others to the First Tech family. We will maintain investments in technologies and people to further improve your experience, while working to protect the long-term future of First Tech through safe and sound business practices. We will also greet challenges as opportunities to demonstrate the indomitable spirit and resilience that is First Tech.

We deeply appreciate the trust and confidence that you have placed in First Tech, and thank you for your commitment. We are grateful to have you as part of our family.

Sincerely,

Gregory A. Mitchell
President and CEO

Dotty Hayes
Chairman, 2020 Board of Directors



2020 BOARD OF DIRECTORS



Dotty Hayes
Chairman; Chair,
Executive Committee



Jeff Hank
Vice Chairman; Treasurer; Chair,
Enterprise Risk Committee



Craig Nordlund
Secretary; Chairman of
Nominations and Governance



Tom Gifford
Director; Chair,
Supervisory Committee



Greg Gillas
Director; Chair,
Compensation and Benefits
Committee



Shola Aluko
Director



Margaret Arakawa
Director



Tony Backes
Director



Kathy Farmer
Director



Todd Hauschildt
Director



Peter Horadan
Director

INVEST IN *you.*

First Tech isn't a bank.

We're your financial partner that helps you open doors, inspire plans and provide security.

That means delivering personalized member services to help you jumpstart your financial goals. It means helping you go further with your money at every stage of your life. We don't do all of this for stockholders, because we don't have them. We do it for you. You are a member and an owner.

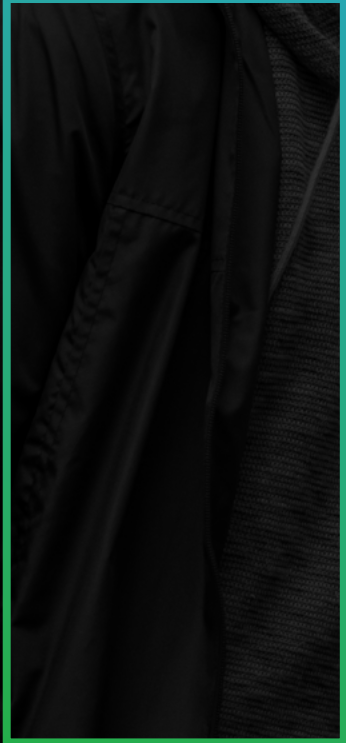
We put our time, money, passion, experience, smarts, elbow grease and whatever else we can muster up to work for you. We're invested in our members, employees and communities, and that commitment drives everything we do.

Join us and invest in the future that you want to have, that you should have and that you will have.

Invest in becoming the best version of yourself.



Financially **STRONG, SAFE AND SOUND**



Agility. Resilience. Passion. Service. Commitment.

We’ve collectively demonstrated these strengths to our members, to our community partners and to our families during one of the most trying years in our nation’s history. Despite these challenging circumstances, as your financial cooperative, we continue to remain safe, sound and secure.

Many members were economically impacted by the pandemic. We assisted 33,334 members with short-term payment deferrals to help them through this disruptive time. Through these efforts, we maintained strong credit quality, as evidenced by our delinquency ratio (loans 60 days delinquent or greater to total loans) of 0.33%. We also provided assistance to our commercial members by providing 211 Paycheck Protection Program loans.



Supervisory Committee **STATEMENT**

The Supervisory Committee of First Technology Federal Credit Union (First Tech Federal Credit Union or Credit Union) provides independent monitoring and review of the Credit Union’s operations, procedures, internal controls and management on behalf of the membership.

In fulfilling statutory duties and obligations to safeguard member assets, the Supervisory Committee’s primary responsibilities include overseeing the completion of the independent external financial audit of the financial statements and records of the Credit Union and verification of member accounts, as well as review of the control structures of the Credit Union; directing the internal audit function; and attending monthly Board of Directors’ meetings.

To accomplish these responsibilities, First Tech Federal Credit Union’s Supervisory Committee relied on the services of Deloitte and Touche LLP to conduct the independent audit of First Tech Federal Credit Union’s consolidated financial statements as of December 31, 2020, and to complete a verification of member accounts for the same period. The Committee further relied on the services of the Credit Union’s Internal Audit department and the firm of Crowe, LLP to provide internal audit services.

Due to COVID impacts and the Credit Union’s prior examination results, our primary government regulator, the National Credit Union Administration (NCUA), waived its annual regulatory exam for 2020. None of the audits or exams raised material issues or contained findings that resulted in management disagreement.

It is the conclusion of the Supervisory Committee that First Tech Federal Credit Union operated in a safe and sound financial manner and that the assets of the membership are being effectively safeguarded. I would like to thank each of our Committee members for their volunteered time and committed efforts during the past year.

Tom Gifford
Chairman, First Tech Federal Credit Union Supervisory Committee



Consolidated Statements of FINANCIAL CONDITION



	As of December 31,	
	2020	2019
Assets		
Cash and cash equivalents	\$339,103	\$659,650
Investments:		
Available for sale, measured at fair value (<i>amortized cost of \$3,880,493 and \$2,627,180 as of December 31, 2020 and 2019, respectively</i>)	3,986,624	2,643,923
Other, measured at fair value (<i>amortized cost of \$109,384 and \$111,257 as of December 31, 2020 and 2019, respectively</i>)	125,190	116,392
Loans held for sale	17,367	24,198
Loans, net of allowance for loan losses of \$73,344 and \$58,771 as of December 31, 2020 and 2019, respectively	8,787,720	9,103,598
Accrued interest receivable:		
Loans	27,451	26,402
Investments	15,004	8,311
FHLB stock	40,132	66,137
Prepaid and other assets	232,431	208,512
Property and equipment, net	89,442	94,019
NCUSIF deposit	91,477	79,095
Goodwill	74,237	74,237
Intangible assets, net	5,019	6,055
Total assets	\$13,831,197	\$13,110,529
Liabilities and Members' Equity		
Liabilities		
Members' share and savings accounts	\$10,879,687	\$9,525,365
Borrowed funds	1,293,168	2,130,636
Accounts payable and other liabilities	110,326	121,180
Total liabilities	12,283,181	11,777,181
Members' Equity		
Regular reserves	76,883	76,883
Undivided earnings	1,073,140	949,117
Equity acquired through merger	300,000	300,000
Accumulated other comprehensive income/(loss)	97,993	7,348
Total members' equity	1,548,016	1,333,348
Total liabilities and members' equity	\$13,831,197	\$13,110,529

Consolidated Statements of INCOME

	For the years ended December 31,	
	2020	2019
Interest Income		
Loans	\$392,653	\$408,717
Investments	87,329	72,096
Total interest income	479,982	480,813
Interest Expense		
Members' share and savings accounts	69,698	96,295
Borrowed funds	62,083	49,113
Total interest expense	131,781	145,408
Net interest income	348,201	335,405
Provision for Loan Losses	60,942	70,099
Net interest income after provision for loan losses	287,259	265,306
Non-Interest Income		
Interchange income, net	22,489	22,483
Sales of insurance and investment products	31,557	30,807
Fees and service charges	14,017	14,678
Mortgage servicing revenue, net	(3,703)	5,700
Gain on sale of loans, net	61,095	21,181
Gain on investments, net	27,686	30,122
Other income, net	3,973	6,095
Total non-interest income	157,114	131,066
Income before non-interest expense	444,373	396,372
Non-Interest Expense		
Compensation and employee benefits	179,970	161,139
Loan servicing and lending expense	20,170	19,257
Professional & outside services	54,053	46,964
Marketing and promotional	14,261	11,592
Office operations	27,259	28,844
Office occupancy	16,824	14,817
Other	7,813	11,863
Total non-interest expense	320,350	294,476
Net income	\$124,023	\$101,896



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"As a not-for-profit, member-owned credit union, we're incredibly proud of our small role in opening doors—professional and personal—for our members and the communities we serve together."

"When our members and community partners succeed, it exemplifies how credit unions can help people achieve their dreams and improve our world."

Member Spotlight **MEET JUSTIN TUCKER**



As our business continues to grow with each passing year, so do our relationships with our members and the communities they serve. Each year we focus on highlighting these diverse, talented, innovative and creative individuals through our Member Spotlight series.

We were very fortunate to get to know many new members in 2020, and also spent time catching up with some old friends. We were introduced to Maddie Lyons, one of our scholarship recipients who recently graduated from University of Portland. We spent time talking with her about what it was like to graduate college virtually, and what it looked like to be entering the workforce during a pandemic. We caught up with Nong Poonsukwattana and spoke with her about the challenges that COVID presented to her business, Nong's Khao Man Gai. We also met up with Kevin Carroll for a dose of energy and inspiration, and learned that by staying inspired and stacking little wins, we can be successful at anything we put our minds to.

When our member Justin Tucker picked up his point-and-shoot camera and took a photo of a sunset, he never thought it would be the catalyst that sparked his career as a photographer and would shape his future. After receiving praise from friends and family about his photo, Justin started looking at photography as more than just a hobby or creative outlet. He began to take his camera everywhere, capturing anything that caught his eye.

As Justin continued to take photos, his skillset began to grow. He discovered ways to refine his processes as a photographer. He started taking clients and finding his style in the wide world of photography. As he progressed in his career, his client list grew to include regularly working with the NBA, as well as other high-profile clients and companies.

Even though Justin has crossed milestones rarely achieved by most photographers, he's still held true to his roots and values. Youth mentorship has been an important cause to Justin in both his personal and professional life, and he made sure to incorporate it into his business values when he decided to start his creative agency, Nine84. Justin has been an active youth mentor for over a decade, often teaching young adults valuable life skills by using photography as a medium to express themselves. As he puts it, "Photography is really just a vehicle to talk about life."

Now, Justin has reached a point in life where he is able to be more selective with his clients. He's able to focus his energy on spending time with his family, mentoring and pursuing the things that matter most to him.

We are honored to call Justin our member, to serve and support him, as well as all of our members as they achieve their dreams.

Employee Spotlight

MEET MALEITHA BECK



One thing that Maleitha Beck is excited about in 2021 is the opportunity to see her friend Kassie again.

Maleitha, a Premier Financial Representative based in Santa Rosa, California, serves as an adult mentor in the Big Brothers Big Sisters of the Bay Area program, which provides support for at-risk youth in the region. It was there that she met ten-year-old Kassie in 2019. The two bonded instantly.

Maleitha and Kassie are a natural fit, not only because they share a background with similar challenges in their early life, but also because they share a common curiosity and passion for life. As a child, Maleitha didn't have many of the same resources and opportunities as her peers. She grew up as one of the only African American kids at her school, and faced difficult circumstances at home. Those experiences early in her life gave her the passion as an adult to help others facing similar struggles.

It showed her the power that a strong mentor can have.

"The first thing we'll do when we see each other again is have a picnic. Either that or go swimming," Maleitha said, looking forward to her next meet-up with Kassie. "Then I want to take her to the California Academy of Sciences, she's very into science."

The past year of COVID restrictions limited Maleitha and Kassie's ability to hang out in person, but the pair still managed to connect over weekly phone calls and video chats. In the past, they took day trips together to places like parks, playgrounds and trampoline gyms. With social distancing in place over the past year, the two would stay in touch by playing games and reading books together—often Kassie's favorite books from the Wings of Fire series.

"She really taught me that as adults, we have such a lasting impact on children's lives. They pay attention, they notice everything," Maleitha said. "The main reason I became a Big Sister was to be a positive force in another African American child's life. To have a strong bond with her is like nothing I have ever experienced."

They look forward to getting back to their trips exploring the Bay Area soon.

Maleitha's bond with Kassie is certainly unique, but it's not the only way Maleitha contributes to her community in California. She also offers her services with Forgotten Felines of Sonoma County and the Redwood Empire Food Bank, both of which support causes close to her heart.

Employee ENGAGEMENT

In a year when our lives were anything but normal, we pivoted the ways our employees donated, volunteered and participated in community programs. Staying safe has been—and continues to be—our main priority. Although we thought it would be a challenging year for community engagement, our employees stepped up in ways we never could have anticipated.

EMPLOYEE GIVING MATCH

First Tech wants employees to get the most out of their donations, and that's why we continue to invest in our dollar-for-dollar employee match program that matches all employee donations made throughout the year, up to \$1,000 per employee. This 1:1 match provides the opportunity to increase impact and support the causes our employees are most passionate about.

Employee Donations: \$165,023.52

First Tech Match: \$161,761.15

Combined Contributions: \$326,784.67

Outside of our normal dollar-for-dollar match, throughout 2020 we activated three special 2:1 match opportunities to respond to critical community needs.

In the spring, First Tech offered a 2:1 match to support causes that were directly addressing COVID and inequalities magnified by the pandemic, including food banks, organizations providing healthcare and more. The 2:1 match was activated again in the summer for donations made to organizations supporting the Black community and racial equity. We also provided a 2:1 match for donations made to Children's Miracle Network Hospitals, supporting first responders and healthcare services for children across the region.

VOLUNTEER GRANTS

Volunteerism is at the heart of our community engagement program. The Volunteer Grant program recognizes employees who have volunteered 40 hours or more, and empowers them to deepen their impact through \$250 grants that can be awarded to qualifying nonprofit organizations of their choice.

**Number of employees who volunteered
40+ hours: 54**

**Dollar amount of volunteer grants distributed:
\$13,500.00**



Employee ENGAGEMENT (CONTINUED)

VOLUNTEERING

Giving back is part of who we are at First Tech. With 77% participation across our employee engagement programs, our team members truly understand the importance of donating their time and dollars to organizations making a difference.

Percentage of employees who volunteered: 68% (1,061 out of 1,543 employees volunteered)

Percentage of employees who participated in employee engagement: 77%

Number of volunteer events: 96 took place for 66 different nonprofit organizations

Agility and flexibility were two of our key words this past year. When we reflect back on what those words mean in terms of action, our employees truly rose to the occasion and gave back in unique, genuine and unexpected ways.

The severity of the COVID pandemic caught us all by surprise. And while no one knew immediately what to do to keep our families, colleagues, and friends safe, it was also challenging to know how to give back and help those who needed it most.

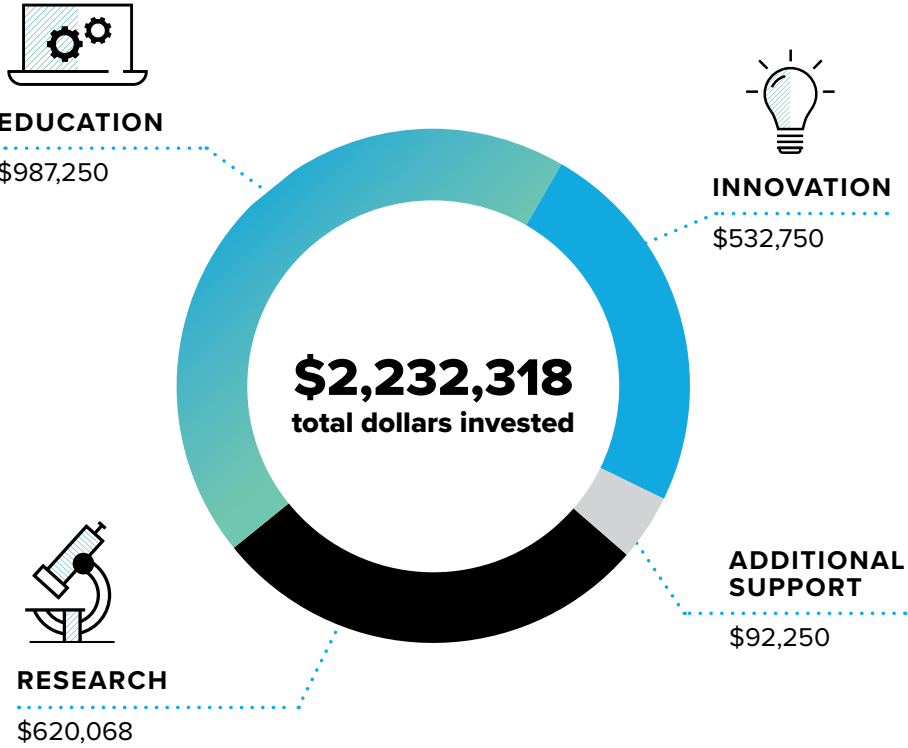
As a result, First Tech made changes to our volunteer guidelines so that employees could use their paid volunteer time to support friends and neighbors through good deeds like grocery shopping for the homebound or tutoring students via Zoom. One of our team members, Ingrid van Veen, stepped up immediately to make masks for healthcare workers when PPE was in short supply. Ingrid even filmed a tutorial to encourage other team members to join her in providing masks to those at the front lines.



OUR COMMUNITY FOCUS

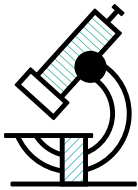
We direct our dollars and time to organizations that support the next generation of leaders, thinkers and innovators. Our partners provide programs and services for children and families, ensuring that children have the tools they need to learn, be healthy and succeed.

In 2020, we invested more than \$2.23 million into our local communities – providing access to STEM education to underserved communities, driving medical research and innovations in care and underwriting new programs to address the most urgent needs of children and families.



EDUCATION

Access to educational opportunities can change the trajectory for underserved and marginalized children and families. We focus on providing equitable access to STEM, early childhood literacy and financial education for youth in our communities, ensuring that every student has the support they need to succeed today and lead tomorrow.



RESEARCH

Funding hospitals to provide the best care within our communities is only one slice of the pie. In order to efficiently fight diseases and sicknesses that harm our communities, we have to provide support for those working towards cures. By leveraging technology, research and innovation we can contribute to breakthroughs in medical treatments and cures for children in our communities.



INNOVATION

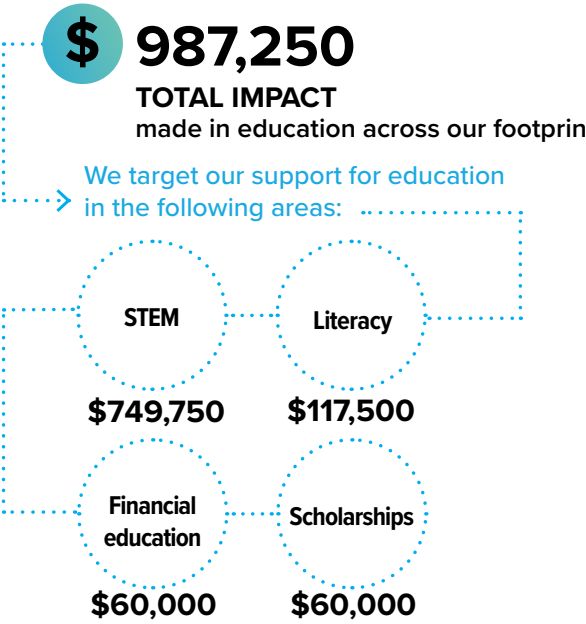
If you are worried about where your next meal is going to come from, or where you are going to lay your head, it can be difficult to focus on anything else. We dedicate resources to organizations providing solutions for our communities' most pressing needs—removing barriers to access and ensuring children and families have the food, shelter and safety they need to learn, grow and thrive.

EDUCATION

In 2020, we all got creative as we turned our bedrooms, dining rooms and other parts of our homes into classrooms and working spaces. Our education funding helped to bridge the gaps created by distance learning, supporting children in under-resourced communities, and working with organizations that emphasize access, equity and inclusion in the areas of science, technology, engineering and math (STEM), early childhood literacy and financial education.

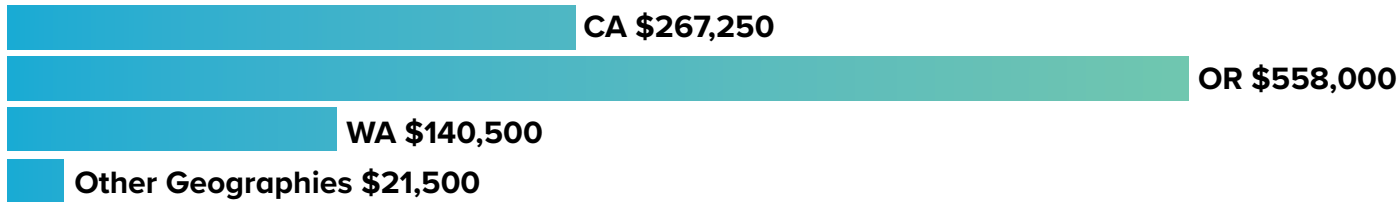
The majority of the funding in education supports the following areas:

- Science, technology, engineering and math (STEM)
- Early childhood literacy
- Financial education
- Scholarships



TOTAL IMPACT

made in education for each state



Partner Spotlight: Free Geek

With the quick shift to distance learning in the spring of 2020, many families found themselves without access to the Internet or devices to support their child's e-learning. Free Geek partnered with other organizations in the Portland Metro area to gather used devices that could be refurbished and disbursed quickly to those in need to continue learning and working.

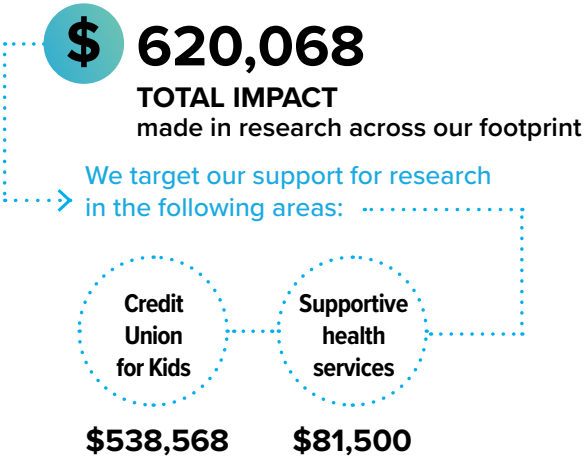
The TechNOW campaign was the product of collaborative effort with Free Geek, Intel and First Tech, and demonstrated the collective power we can have when we work together. Our employees, members and general community were able to donate their unused tech devices at drop sites across the Portland Metro area early in the year, supporting hundreds of families and students in need. "The TechNOW campaign highlights the power of collaboration to help ensure equity for all students in Oregon," said Donna Maleki, the lead TechNOW campaign project manager with Intel and First Tech member.

RESEARCH

Being healthy and having access to the best medical care is essential for kids to have every opportunity to grow up and fulfill their potential. First Tech prioritizes working with children's hospitals to fund innovative research, new technologies and support the financial safety net that ensures care for every child who needs it. We also partner with organizations that work in collaboration with our hospital partners, providing additional support to families so they can focus on the most important thing: making sure their kids are healthy and safe.

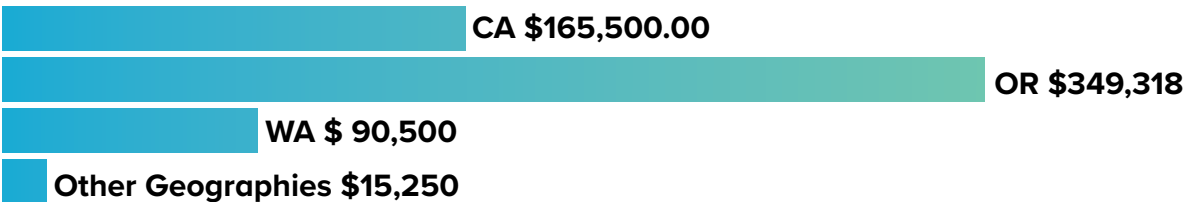
Funding within research supports:

- Credit Unions for Kids
- Supportive health services



TOTAL IMPACT

made in research for each state



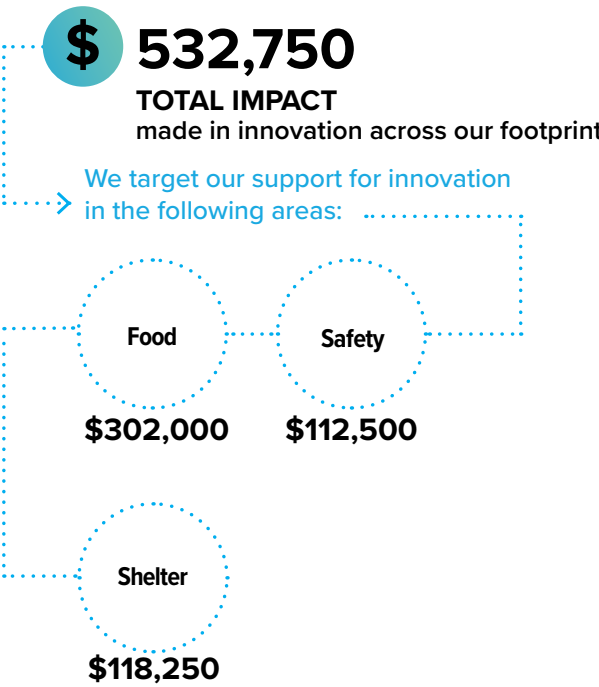
Partner Spotlight: UC Davis

University of California at Davis is one of the leading providers of innovative care and treatments to patients in the Sacramento area. One of the many ways they work to provide exceptional treatment to patients is using advanced technologies for education and training. Utilizing state-of-the-art computerized mannequins, called "manikins," is one of the safest training methods for students entering the medical field.

Until 2020, students at UC Davis used a manikin named Destiny that mimicked the bodily functions of an adult female patient, and now students have the opportunity to also work with an infant manikin, appropriately named, Destiny's Child. "Simulation technology is a vital tool for our doctors, nurses, students and, ultimately, our patients," said Ian Julie, MD, MAS, Emergency Medicine Physician and Medical Director of the UCD Center for Simulation and Education Enhancement. "Thanks to support from partners like First Tech we can repeatedly and safely adopt new technologies like Destiny's Child to learn and practice how to assess and treat ill and injured children."

INNOVATION

Children need a strong foundation for their future: it's hard to focus on learning or health when they're hungry or experiencing instability at home. By working with partners who strive to support kids' most basic needs, we're helping ensure that every child has the opportunity to succeed. To support kids and nonprofits in the ways they need it most, we specifically work with partners who are thinking innovatively and leveraging technologies resources and capacity-building practices.



Partner Spotlight: Mary’s Place

Mary’s Place provides safe, inclusive shelter and services to support women, children and families on their journey out of homelessness. They believe that no one’s child should sleep outside and provide 500 emergency family shelter beds for families with children across five locations in King County, as well as unsheltered families in cars and tents—helping them move quickly into stable housing. Mary’s Place Popsicle Place program provides shelter and outreach to families who have lost jobs and housing due to the challenge of caring for a medically fragile child. In the Popsicle Place program, families receive access to focused medical care, medical appointment coordination, and a quiet, nurturing place to recover. Through the Innovation Grant, First Tech is reaching 80 Popsicle Place families (200 family members), enabling parents to focus on caring for their children, meet their own stabilization goals, and move forward to safe, stable housing. Mary’s Place is grateful to the entire First Tech team for their continued encouragement, volunteerism, and leadership in standing alongside families in our community!

FOOD FOR THOUGHT

We believe that no person should have to worry about where their next meal is coming from. Unfortunately, we know that isn't the reality for a lot of people.

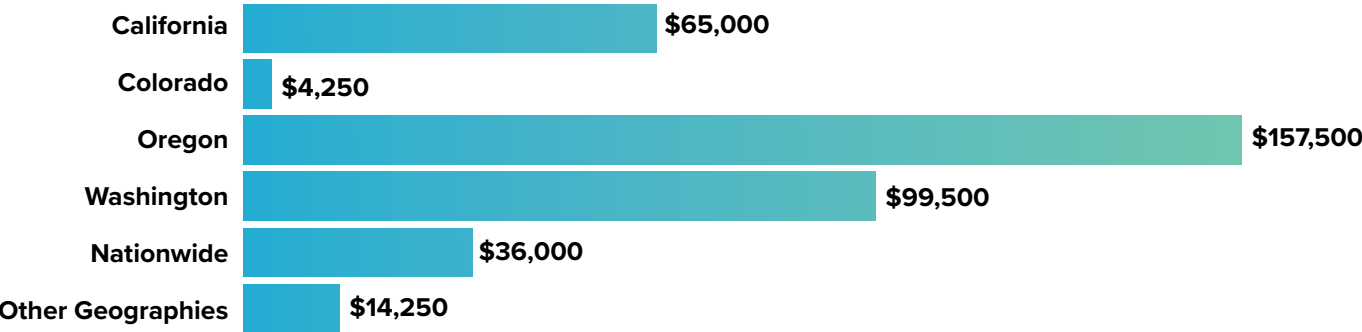
The level of food insecurity experienced by many in our communities was exacerbated by the COVID pandemic. For students and families who normally had access to free and reduced lunch meals at school, the move to distance learning left a gap that hunger agencies across the region worked diligently to fill.

First Tech has always prioritized partnerships with food banks and food resource organizations, but the crisis of 2020 had us redouble our efforts.

Throughout the year, First Tech gave over \$300,000 to more than 45 food organizations across the country through our various grant and sponsorship programs, a significant increase year-over-year. We also activated a special 2:1 match for food organizations in the spring of 2020, and included food organizations in special campaigns such as our Season of Giving campaign and Refer-a-Friend membership campaign.

We partnered with new organizations such as EastWest Food Rescue – which developed based on the direct need to prevent food waste by purchasing food directly from farmers – to large organizations like Feeding America that support food banks and communities across the country.

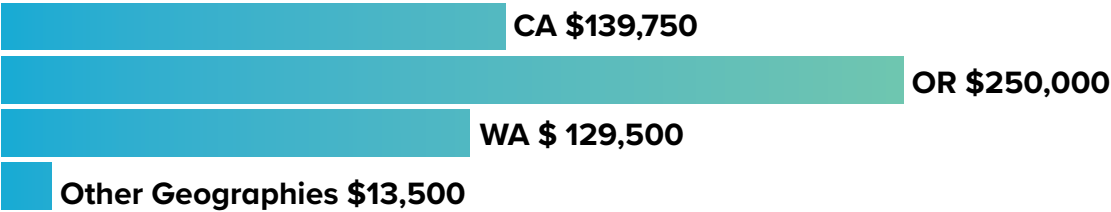
Corporate donations made to food organizations by location in 2020: **\$ 376,500**



List of food organizations we gave funds to in 2020:

Atlanta Community Food Bank	Food Lifeline	Northwest Harvest E M M
Banco Alimentos de Puerto Rico	FOTC – SF Bay Area	Oregon Food Bank
Bellevue LifeSpring	Friends of the Children Seattle	Partners for a Hunger Free Oregon
Care & Share: Food Bank in Colorado	Growing Gardens	Placer Food Bank
Clackamas Service Center	Hopelink	Redwood Empire Food Bank
Clark County Food Bank	Houston Food Bank	Sacred Heart Community Service
EastWest Food Rescue	Idaho Food Bank	San Diego Food Bank
FareStart	Issaquah Food & Clothing Bank	Second Harvest of Silicon Valley
Feeding America	Jacobs & Cushman San Diego Food Bank	Store to Door
Food Bank for Larimer County	La Mesa Verde	Urban Gleaners
Food Bank of the Rockies	Marion-Polk Food Share	Valley Verde
FOOD for Lane County	North Fulton Community Charities	West Seattle Food Bank

TOTAL IMPACT made in innovation for each state





For more than 30 years, our employees, members and community members have participated in an annual Credit Unions for Kids campaign, benefitting Children's Miracle Network Hospitals. And while our work to support the cause looked very different in 2020, we were able to continue to help ensure that every child has access to life-saving medical care.

Thank you to all of our vendors, partners, members and employees who gave generously. Recognizing that just because we are in a pandemic, kids didn't stop getting sick, bones were still broken, and green beans were still stuffed in places other than their mouth. Together, we were able to provide life-changing contributions for children and families in our communities.

HOSPITAL NAME	AMOUNT
OHSU Doernbecher Children's Hospital	\$229,818
UC Davis Children's Hospital	\$50,000
UCSF Benioff Children's Hospital	\$60,000
Seattle Children's Hospital	\$103,000
Colorado Children's Hospital	\$10,000
PeaceHealth Sacred Heart Medical Center	\$10,000



Our Season of Giving campaign is something that our employees and members look forward to every year, and we were excited to give the campaign an upgrade in 2020. The campaign puts First Tech employees in the driver's seat to choose which organizations are eligible to receive funds, and featured causes that our employees care deeply about. Every employee was provided with a pool of funds to distribute to the organization of their choice, supporting 21 different nonprofit organizations with donations totaling \$115,000.

Corporate donations made to nonprofit organizations in 2020:

\$115,000

Nonprofit organizations we gave funds to in 2020:

Oregon Food Bank
Willamette West Habitat for Humanity
Store to Door
Make a Wish Northeastern & Central California + Northern Nevada
Indigo Rescue
The Children's Book Bank
Ronald McDonald House Northern California
Friends of the Children – Portland
Ronald McDonald House Oregon/SW Washington
With Love
Big Brothers Big Sisters of the Bay Area

Youth Villages
Raphael House of Portland
Second Harvest
Girls Inc.
SMART Reading
EastWest Food Rescue
Lynn Heimsoth Memorial Scholarship
Houston Food Bank
Urban Gleaners
Redwood Empire Food Bank

Meet Our SCHOLARSHIP RECIPIENTS

We're honored to continue our longstanding scholarship program awarding \$60,000 in scholarships to 12 members seeking higher education. These students were selected by a committee of nonprofit education leaders based on their high academic achievement, dedication and determination to better their communities.

Every year, First Tech awards five scholarships to students with STEM-focused majors and an additional five scholarships to students with plans to pursue higher education degrees and certifications in various areas of study. The final two scholarships are awarded to family members of First Tech employees.

NAME	MAJOR	UNIVERSITY/COLLEGE
Alissa Allen Lehi, Utah	Biochemistry	Brigham Young University
Anna Mendelsohn Palo Alto, California	Archaeology	University of California, San Diego
Annalisa Mueller-Eberstein Woodinville, Washington	International Relations	University of Washington
Ethan Wickman Portland, Oregon	Computer Science	Oregon State University
Jiawoei Hu Coachella, California	Special Education	California State University, San Bernardino
Julie Preast Anstead, West Virginia	Speech Language	Marshall University
Kate Bandettini Portland, Oregon	Engineering	Oregon State University
Lillian Wu Corvallis, Oregon	Biochemistry	University of Arizona
Shivani Thakor Portland, Oregon	Microbiology	Oregon State University
Teresa Hoffman Keene, New Hampshire	Clinical Psychology	Antioch University New England
Timothy Walz Sublimity, Oregon	Chemistry	Chemeketa Community College
Trisha Chau Portland, Oregon	Medical	Oregon Health & Science University

First Tech would not be able to offer this scholarship program without the assistance of leaders from our education partners. We are grateful to our partners at Hillsboro Schools Foundation, Boys & Girls Club SV, Page Ahead, Washington STEM, TAO, Technology Access Foundation (TAF), First Washington, RAFT, Free Geek and OMSI for volunteering their time to this program and students across the country.

People HELPING PEOPLE



People helping people is not only about the giving and volunteering we do as an organization. It's also about the small gestures. From employees who took a co-worker's plants home to ensure they were watered, to sending 'thinking of you' messages to remind your colleagues they are not alone during these uncertain times.

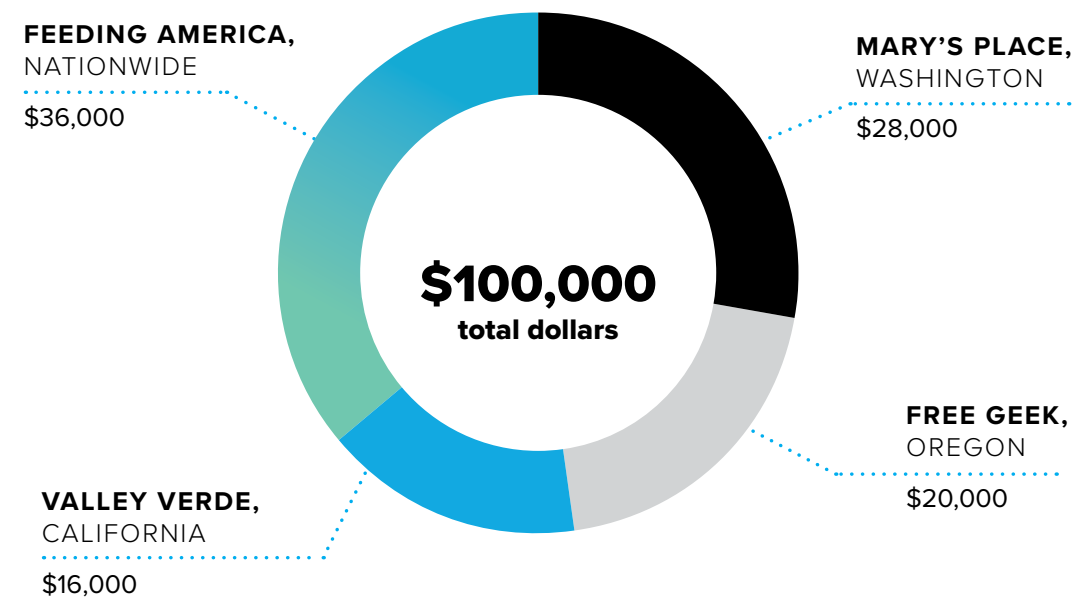
We saw First Tech employees and members step up in incredible ways this past year, including the "Refer-a-Friend" campaign that took place at the end of 2020, where members were encouraged to invite friends and family to join First Tech. For every person who joined from a referral, both the referring and new members received \$100, and an additional \$100 was given

back to the community to one of four nonprofit organizations by geographical location. That's what we call a win-win-win!

This campaign generated \$100,000 to go back to the community. The four recipient organizations were Valley Verde in California, Free Geek in Oregon, Mary's Place in Washington, and Feeding America for all other geographic locations.

Thank you to our members, old and new, for trusting us to be your financial partner.

First Tech loves opportunities to engage our members in community initiatives, and we're excited to work with you—our members—to give back in these meaningful ways.



“The best
is yet to
come!”

— Greg Mitchell, President and CEO

